

# *Meet the D/AAB*

## **Inaugural D/AAB meeting held August 1 at Fuller Lodge; members urged to set high standards**

**“You are responsible for setting the standard for all future membership.**

**Whether you set that standard high or low is entirely up to you,”** meeting facilitator Roland West told the new Diversity/Affirmative Action Board (D/AAB) members at last Thursday’s first Board meeting.

### ***Diversity Champions spoke***

**“Whatever you do, however you decide to proceed, whatever you accomplish will be the standard for the boards that follow,”** emphasized Tom Meyer, Associate Director for Strategic Research and one of three Laboratory Diversity Champions, as he challenged the new board members to set high expectations and then fulfill them in their efforts with the Board.



***Tom Meyer: “Whatever you do, however you decide to proceed, whatever you accomplish will be the standard for the boards that follow.”***



***Roland West, meeting facilitator***

**Visit the [Diversity Office web site](#) for [detailed minutes](#).**



***Lisa Perry (left) interprets for Richard Pearson (right, attending on behalf of the Deaf Awareness Group) during a small group session. Jasmine Pan (Asian American DWG) and Armando Vigil (at-large delegate) were also in the small group.***



**Rich Mah:** *"The Laboratory's Senior Management wants to see a more diverse workforce."*

The board members also heard Rich Mah, Associate Director for Weapons Engineering & Manufacturing and Diversity Champion. He told the attendees that senior management expects the Diversity Working Groups and the Board to provide ideas to help management set goals and priorities. "The Laboratory's Senior Management wants to see a more diverse workforce. This Board was formed to help assimilate ideas to help us better prioritize."

### ***Micheline Devaurs spoke for Don Cobb***

Don Cobb, Associate Director for Threat Reduction and the third Diversity Champion, was unable to attend. He sent Micheline Devaurs, Division Applications (D) Division Leader, in his place. She was asked what she sees in the future for the D/AAB and how she thinks the Lab is changing.

"I see the D/AAB as progress in helping us all understand diversity, not just our individual diversity interests such as Hispanic, Black, Women, etc. As an example, I am probably myself not a typical candidate for my position as D Division



**Micheline Devaurs:** *"I see the D/AAB as progress in helping us all understand diversity, not just our individual diversity interests..."*



**Board members Vera Aguino (left, American Indian DWG), Stevie Strottman (second from right, at-large) and Vann Bynum (right, at-large) listen to Amy Sahota, OEO director, discuss what she expects the D/AAB to accomplish.**





**Albert Jiron:** *"Through your participation, you are taking a leadership role in support of the Laboratory's Diversity objectives."*

Leader. However, across the board, LANL is demonstrating that it values diverse perspectives that often come from diverse backgrounds," Devaurs told the group.

### ***Albert Jiron spoke for Rich Marquez***

Albert Jiron, representing Rich Marquez, Associate Director for Administration, thanked the group "for your membership on this important Board. Through your participation, you are taking a leadership role in support of the Laboratory's Diversity objectives." He also told the group Marquez wholeheartedly supports the D/AAB and diversity efforts at the Lab.

During a full day's activities, the D/AAB members participated in many activities designed to help them get to know and trust one another. They each told the group how they became interested in



**Above from left, Stefanie Lawson (AIDWG), Russell McFadden (at-large), Eluterio Garcia (Hispanic DWG), and Armando Vigil (at-large)**



**Above, Debi Guffee (left) and Linda Nonno (both from the Women's DWG)**



**Left, Eluterio Garcia (HDWG), Charlotte Garcia (at-large), and Omar Wooten (Student Programs Advisory Council)**

diversity issues, the kinds of experiences that led them to serve on the Board and what they would like the Board to accomplish.



**Amy Sahota,  
OEO Director**

### ***Mauritius: Celebrating Diversity***

The group viewed the video, "Mauritius: Celebrating Diversity," and discussed how the Laboratory can integrate the attitudes found on the island nation of Mauritius into a better work environment for everyone.

Lisa Gutierrez, Diversity director, assigned small groups to work on logo and slogan proposals. A number of candidate logos and slogans were presented, and the group voted on a logo, which will be unveiled to the Lab soon. Members were asked to continue working on possible slogans.



**Lisa Gutierrez,  
Diversity director**



**Above, Deirdre Espinoza (left, HDWG) and Charlotte Garcia (at-large)**



**Above, Armando Vigil (at-large)**



**Left, Stefanie Lawson (left, AIDWG) and Stevie Strottman (at-large)**





*Kim Corwin, American Sign Language interpreter*

In response to a question from attendees, Amy Sahota, director of the Office of Equal Opportunity, explained how California Proposition 209 applies to the Laboratory with regard to affirmative action issues.

### ***Affirmative Development Plan***

Tim Babicke of the Diversity Office reported on the progress of the Affirmative Development Plan, which will be the first task to be tackled by the D/AAB.



*Tim Babicke, Diversity Office*

In closing, Roland West urged the members to “commit to each other NOT to win every battle—winning is not everything. Don’t analyze too much—focus on the issues instead,” he concluded.

In attendance were all seven at-large members: Vann Bynum, Roger Byrd, Charlotte Garcia, Terry Lowe, Russell McFadden, Stevie Strottman and Armando Vigil.

Also attending were Vera Aguino and Stephanie Lawson of the American Indian DWG; Jasmine Pan of the Asian American DWG; Deirdre Espinoza and Eluterio Garcia of the Hispanic DWG; and Deborah Guffee and Linda Nonno of the Women’s DWG. Omar Wooten of the Student Programs Advisory Council also participated.

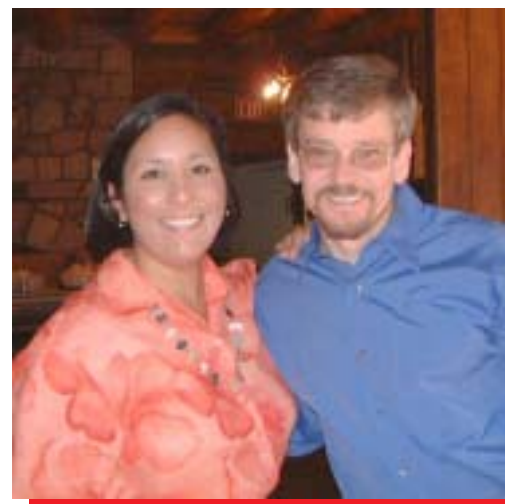
Richard Pearson attended on behalf of the Deaf Awareness Group, and Danny Valdez participated as liaison to the Diversity Office. Laura Murphy, Lisa Perry and Kim Corwin attended as American Sign Language interpreters. Members of the Diversity and OEO offices attended to provide additional support.

The next D/AAB meeting will be Aug. 29 at Canyon School Room 164.



*Left, Roger Byrd (at-large)*

*Right, Lisa Gutierrez (DVO director) and Terry Lowe (at-large)*





**Above, Omar Wooten (SPAC) and Vera Aguino (AIDWG)**



**Above and at left, board members continued the getting acquainted process during lunch.**



**Above from left, Pat Trujillo (OEO Office) and Tim Babicke and Danny Valdez (DVO Office)**



**Above, Russell McFadden (left, at-large) and Roland West (facilitator)**